

RACIAL EQUITY FRAMEWORK AND IMPLEMENTATION PLAN OUTLINE [DRAFT]

Components and action steps for ELAC's Racial Equity framework and implementation plan.

Framework Components	Action Steps & Considerations
<p>1. Create a foundation (<i>framework</i>), so that everyone understands what it means and looks like to lead for equity. Build on our current strengths and go deeper with specific perspectives from ELAC and opportunities for growth and learning. Success is measured by a change in behavior.</p>	<p>a. Revisit BUILD definitions and the Racial Equity Theory of Change (RE-TOC) for early learning as the ideal/goal. ELAC members commit to a shared view. Use the RE-TOC as a base so ELAC is building from great work started by early learning stakeholders.</p> <ul style="list-style-type: none"> ➤ ADOPT THE BUILD DEFINITION FOR SYSTEM THINKING ➤ ADOPT RE-TOC WITH MODIFICATION ➤ WHAT WOULD LOOK DIFFERENT ONCE ADOPTED? <p>b. Develop a system of internal principles that serve as a foundation for our data driven actions. These principles are the rules that guide ELAC's conduct to achieve the goal of race being eliminated as a predictor of progress and success. They serve as a place for members to return to when struggling with policy making issues that impact racial equity in early learning.</p> <ul style="list-style-type: none"> - Resources/examples: ELAC commitments, NAEYC principles, National Equity Project and Oregon equity lens. <ul style="list-style-type: none"> o Principle statements start with "We shall...." <ul style="list-style-type: none"> ▪ <i>Example: We shall celebrate multiple languages and cultures as assets and strengths.</i> ➤ ADOPT A SET OF PRINCIPLES ➤ WHAT WOULD LOOK DIFFERENT ONCE ADOPTED?
<p>2. Identify and communicate potential outcomes from implementing a racial equity framework for ELAC.</p>	<p>a. Consider where and how ELAC wants to impact change.</p> <ul style="list-style-type: none"> ➤ CROSS REFERENCE WITH RE-TOC IDEAS FOR CHOICE POINTS ALIGNED WITH 2015 WORKPLAN ➤ WHAT WOULD LOOK DIFFERENT ONCE ADOPTED? <p>b. Develop common understanding of and distribute data (paired with stories) regarding racial inequity, and why it matters.</p> <ul style="list-style-type: none"> - <u>Gather Data</u>: Refer to data used to develop the RETOC and included in the gallery walk. (Race for Results, Facing Race 2015, BUILD 50 state chart book, WaKIDS). Request information needed/not seen that helps members understand where ELAC is and where we desire it to go within this framework. - <u>Distribute Data</u>: Open the conversation at the state and community level, so stakeholders are aware of the problem(s). Use tools and/or data that currently work for entities. - <u>Stories</u>: Gather and listen to the stories of families to help us understand the impact of policies and system-level decision making. <p>c. Make data part of the toolkit that ELAC and partners use to begin their racial equity work.</p> <ul style="list-style-type: none"> ➤ CROSS REFERENCE WITH RE-TOC IDEAS FOR CHOICE POINTS ALIGNED WITH 2015 WORKPLAN ➤ WHAT WOULD LOOK DIFFERENT ONCE ADOPTED?

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<p>3. Develop a toolkit to move the RE-TOC from philosophy to practice. The toolkit is a part of the structure and practice of ELAC.</p>	<p>a. Develop a set of key questions that must always be considered when looking at any policy, practice, procedure, funding opportunity, etc. The questions are used to guide the work of ELAC and ensure that a racial equity lens is used at all times. The same questions must be asked about every topic/decision.</p> <ul style="list-style-type: none"> - <i>Example questions:</i> <ul style="list-style-type: none"> ○ <i>Is it good for kids, families and providers?</i> ○ <i>Do some kids and families benefit more than others?</i> ○ <i>Which kids and families do not have access and why?</i> ○ <i>What data and information is missing?</i> ○ <i>Might there be any unintended consequences?</i> <p>➤ SEE LIST OF QUESTIONS, ALONG WITH THE ABOVE, TO CHOOSE INQUIRIES RELEVANT TO ELAC ROLES</p> <p>➤ WHAT WOULD LOOK DIFFERENT ONCE ADOPTED?</p>
	<p>a. ELAC meetings can be repository that furthers the work of racial equity through the sharing of experiences, align/connect conversations at both the state and local level, as well as planning/implementation strategies.</p> <ul style="list-style-type: none"> - ELAC gives members the chance to share a web of resources and ask each other questions such as, “Who are you asking to be your messenger? What do you want to get out of it? How can we put more tools where more tools are needed?” These conversations assist ELAC members continue a racial equity dialogue in their own communities and spread the work by offering to help other groups engage. - ELAC members must become the leaders in building expertise and responding with policies that support diversity. <p>b. Include the Community Café model as an optional approach that regional coalitions can use for conversations with families and constituencies.</p> <ul style="list-style-type: none"> - Strengthening Families Washington team has connections and resources for the approach. - Make this a part of ELAC work plan. Give clear information about what happens after the Community Café – next steps and what comes out of it. <p>c. Collect resources on how to have productive conversations about race and how to disrupt inequity.</p> <p>➤ FORM AGREEMENTS ON REPOSITORY LOGISTICS AND UTILIZATION</p> <p>➤ WHAT WOULD LOOK DIFFERENT ONCE ADOPTED?</p>

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<p>4. Create an implementation plan that outlines specific roles and actions for ELAC members. Focus on areas and partnerships where ELAC has influence to infuse a racial equity lens in the body of work. Build off assets to further strengthen communities.</p>	<p>a. Create a timeline for response and actions and identify potential outcomes from implementing a racial equity framework for ELAC</p> <ul style="list-style-type: none"> ➤ TODAY’S EXERCISE <p>b. ELAC could commission a smaller work group to conduct an in-depth examination of existing systems and practices, provide feedback about what aspects of the current system are perpetuating disproportions, and advise on how to make modifications to eliminate inequities.</p> <ul style="list-style-type: none"> - <i>Examples:</i> <ul style="list-style-type: none"> ○ <i>Racial equity impact analysis on CCDF implementation: Process for signing up for subsidy, culturally relevant and accessible professional development for providers? Look out how to “grow your own” and recruit and retain providers of color.</i> ○ <i>Infant-Toddler Consultation Integration into Early Achievers: A work group could examine the current structure and current implementation practices, identifying strengths along with aspects of the program that are serving to perpetuate inequities. From this analysis, the work group is able to generate concrete recommendations on what needs to change along with suggestion on how to make those adjustments.</i> ○ <i>Diversity: A key metric/data point should be the intentional recruitment and retention of people of color in the workforce and state-level entities (hiring at DEL, ELAC members, etc.). ELAC can help support the success of the measure by generating ideas on best practices/strategies.</i> ○ <i>Culturally and Linguistically Responsive Services: See if providers of color are succeeding. Ask providers how they are succeeding in addressing racial equity. Look at how to address cultural barriers (Example: in home visits/programs.)</i> ➤ CONSIDER ITEMS FROM WORKPLAN AND CLARIFY THE ACTIONS/TIMELINE ➤ WHAT WOULD LOOK DIFFERENT ONCE ADOPTED? <p>c. ELAC models racial equity work at the state level with a focus on highlighting challenges/successes. New policies and procedures for using an equity lens is developed through exploring new avenues in this framework.</p> <ul style="list-style-type: none"> - <i>Examples:</i> <ul style="list-style-type: none"> a. <i>Review ELAC operations, such as member recruitment, leadership development/training, meeting preparation and topics, etc.</i> b. <i>Create an implementation pilot project that applies policy informed practice and practice informed policy. This project requires a funded coordinator.</i> ➤ FORM AGREEMENTS ON ELAC OPERATIONS ACTION STEPS – BEGIN WITH LUNCHTIME DISCUSSIONS